

# State of Michigan

## Safety and Health Policy Statement

**Vision: Work in an environment where Employees and Management are creating safer, healthier and better state workplaces.**

### This Policy Recognizes That:

- ◆ The State is one of Michigan's largest employers; therefore we should lead by example.
- ◆ Employees are our most valuable assets.
- ◆ Employees who are safe and healthy deliver higher quality services to the Citizens of the State of Michigan.
- ◆ Safe workplaces help protect employees from injury and illness.
- ◆ Safe workplaces can help avoid the financial and emotional impact of accidents on workers and their families.
- ◆ Commitment to Safety can be achieved through principles that include:
  - Integrity,
  - Shared Responsibility,
  - Effective Communication, and
  - Recognition of Excellence

### To Achieve Our Vision Safety Leadership Must:

- ◆ Integrate safety and health into department operations by having a continuous performance improvement process.
- ◆ Set realistic safety and health goals and provide support to employees to achieve their personal safety and health.
- ◆ Participate in teams with Employees, Unions and Limited Recognition Organizations in the reduction of injuries and illnesses.
- ◆ Help employees identify, assess and control risks in a realistic manner.
- ◆ Hold everyone accountable and personally responsible for his or her own safety and the safety of others.
- ◆ Promote job safety by recognizing safety excellence.

### The Office of the State Employer will:

Promote inclusive opportunities for Leadership, Unions, Limited Recognition Organizations', and employees to work together as a team in improving workplace Safety and Health;

Submit an annual report to the Governor that focuses on safety excellence;

Provide a model Safety & Health System, support, guidance, training, and tools to help departments implement this policy.

### Therefore:

**It is the policy of the State of Michigan, for all State Departments and Agencies to implement a comprehensive process for workplace safety and health, consistent with the Safety and Health System developed by the Office of the State Employer.**

**Signing this Safety and Health Policy Statement is done in recognition of my complete support and commitment to promote and ensure success of this policy.**

  
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Jennifer Granholm, Governor

5/4/06  
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Dated